

WAGE DETERMINATION NO: 94-2082 REV (10) AREA: CO,DENVER

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REGISTER OF WAGE DETERMINATIONS UNDER

U.S. DEPARTMENT OF LABOR

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

WASHINGTON D.C. 20210

William W.Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2082

Revision No.: 10

Date Of Last Revision: 09/13/2000

State: **Colorado**

Area: **Colorado** Counties of Adams, Arapahoe, Boulder, Clear Creek, **Denver**,
Douglas, Elbert,
Gilpin, Grand, Jackson, Jefferson, Larimer, Logan, Morgan, Park, Phillips,
Sedgwick,
Summit, Washington, Weld, Yuma

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION TITLE
RATE

MINIMUM WAGE

Administrative Support and Clerical Occupations

Accounting Clerk I

9.78

Accounting Clerk II

10.11

Accounting Clerk III

12.14

Accounting Clerk IV

14.75

Court Reporter

13.48

Dispatcher, Motor Vehicle

13.48

Document Preparation Clerk

9.85

Duplicating Machine Operator

9.85

Film/Tape Librarian

10.43

General Clerk I

7.90

General Clerk II
8.85
General Clerk III
9.85
General Clerk IV
11.59
Housing Referral Assistant
14.28
Key Entry Operator I
8.49
Key Entry Operator II
10.14
Messenger (Courier)
7.90
Order Clerk I
9.58
Order Clerk II
10.11
Personnel Assistant (Employment) I
10.28
Personnel Assistant (Employment) II
11.55
Personnel Assistant (Employment) III
13.08
Personnel Assistant (Employment) IV
14.52
Production Control Clerk
14.28
Rental Clerk
10.43
Scheduler, Maintenance
10.43
Secretary I
10.43
Secretary II
13.48
Secretary III
14.28
Secretary IV
16.15
Secretary V
17.93
Service Order Dispatcher
10.43
Stenographer I
11.21
Stenographer II
13.72
Supply Technician
16.15
Survey Worker (Interviewer)
13.48
Switchboard Operator-Receptionist
8.97
Test Examiner
13.48
Test Proctor

13.48
Travel Clerk I
9.46
Travel Clerk II
9.92
Travel Clerk III
10.62
Word Processor I
9.94
Word Processor II
11.40
Word Processor III
13.22
Automatic Data Processing Occupations
Computer Data Librarian
10.36
Computer Operator I
10.36
Computer Operator II
11.64
Computer Operator III
15.00
Computer Operator IV
16.64
Computer Operator V
18.44
Computer Programmer I (1)
14.15
Computer Programmer II (1)
17.08
Computer Programmer III (1)
20.91
Computer Programmer IV (1)
24.45
Computer Systems Analyst I (1)
20.00
Computer Systems Analyst II (1)
24.95
Computer Systems Analyst III (1)
27.62
Peripheral Equipment Operator
10.36
Automotive Service Occupations
Automotive Body Repairer, Fiberglass
17.99
Automotive Glass Installer
16.73
Automotive Worker
16.73
Electrician, Automotive
17.99
Mobile Equipment Servicer
15.50
Motor Equipment Metal Mechanic
17.99
Motor Equipment Metal Worker
16.73

Motor Vehicle Mechanic
 17.99
 Motor Vehicle Mechanic Helper
 14.45
 Motor Vehicle Upholstery Worker
 16.73
 Motor Vehicle Wrecker
 16.73
 Painter, Automotive
 17.33
 Radiator Repair Specialist
 16.73
 Tire Repairer
 14.98
 Transmission Repair Specialist
 17.99
 Food Preparation and Service Occupations
 Baker
 11.01
 Cook I
 10.00
 Cook II
 11.01
 Dishwasher
 7.25
 Food Service Worker
 7.25
 Meat Cutter
 11.01
 Waiter/Waitress
 7.90
 Furniture Maintenance and Repair Occupations
 Electrostatic Spray Painter
 17.33
 Furniture Handler
 14.45
 Furniture Refinisher
 17.33
 Furniture Refinisher Helper
 14.45
 Furniture Repairer, Minor
 16.45
 Upholsterer
 17.33
 General Services and Support Occupations
 Cleaner, Vehicles
 7.25
 Elevator Operator
 7.25
 Gardener
 10.00
 House Keeping Aid I
 6.52
 House Keeping Aid II
 7.25
 Janitor
 7.25

Laborer, Grounds Maintenance
7.90
Maid or Houseman
6.52
Pest Controller
10.58
Refuse Collector
7.25
Tractor Operator
9.27
Window Cleaner
7.90
Health Occupations
Dental Assistant
10.10
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver
10.10
Licensed Practical Nurse I
11.17
Licensed Practical Nurse II
12.54
Licensed Practical Nurse III
14.04
Medical Assistant
9.03
Medical Laboratory Technician
9.03
Medical Record Clerk
9.03
Medical Record Technician
12.50
Nursing Assistant I
6.55
Nursing Assistant II
7.57
Nursing Assistant III
10.46
Nursing Assistant IV
11.74
Pharmacy Technician
11.25
Phlebotomist
9.03
Registered Nurse I
15.10
Registered Nurse II
18.48
Registered Nurse II, Specialist
18.48
Registered Nurse III
23.32
Registered Nurse III, Anesthetist
23.32
Registered Nurse IV
27.95
Information and Arts Occupations
Audiovisual Librarian

16.82
Exhibits Specialist I
14.74
Exhibits Specialist II
18.26
Exhibits Specialist III
22.27
Illustrator I
14.74
Illustrator II
18.26
Illustrator III
22.27
Librarian
17.93
Library Technician
15.69
Photographer I
12.43
Photographer II
14.74
Photographer III
18.26
Photographer IV
22.27
Photographer V
27.02
Laundry, Dry Cleaning, Pressing and Related Occupations
Assembler
6.90
Counter Attendant
6.90
Dry Cleaner
9.08
Finisher, Flatwork, Machine
6.90
Presser, Hand
6.90
Presser, Machine, Drycleaning
6.90
Presser, Machine, Shirts
6.90
Presser, Machine, Wearing Apparel, Laundry
6.90
Sewing Machine Operator
9.76
Tailor
10.51
Washer, Machine
8.47
Machine Tool Operation and Repair Occupations
Machine-Tool Operator (Toolroom)
17.33
Tool and Die Maker
20.40
Material Handling and Packing Occupations
Forklift Operator

14.70
Fuel Distribution System Operator

15.50
Material Coordinator

14.87
Material Expediter

14.87
Material Handling Laborer

10.31
Order Filler

11.18
Production Line Worker (Food Processing)

12.87
Shipping Packer

11.44
Shipping/Receiving Clerk

11.44
Stock Clerk (Shelf Stocker; Store Worker II)

11.91
Store Worker I

11.44
Tools and Parts Attendant

12.87
Warehouse Specialist

12.87
Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic

17.99
Aircraft Mechanic Helper

14.45
Aircraft Quality Control Inspector

11.93
Aircraft Servicer

16.45
Aircraft Worker

16.73
Appliance Mechanic

17.33
Bicycle Repairer

14.98
Cable Splicer

17.99
Carpenter, Maintenance

17.33
Carpet Layer

16.73
Electrician, Maintenance

18.82
Electronics Technician, Maintenance I

16.73
Electronics Technician, Maintenance II

18.25
Electronics Technician, Maintenance III

19.36
Fabric Worker

16.45
Fire Alarm System Mechanic

17.99
Fire Extinguisher Repairer
16.45
Fuel Distribution System Mechanic
17.99
General Maintenance Worker
16.19
Heating, Refrigeration and Air Conditioning Mechanic
17.99
Heavy Equipment Mechanic
17.99
Heavy Equipment Operator
17.99
Instrument Mechanic
17.99
Laborer
7.25
Locksmith
17.33
Machinery Maintenance Mechanic
17.99
Machinist, Maintenance
18.11
Maintenance Trades Helper
14.45
Millwright
17.99
Office Appliance Repairer
17.33
Painter, Aircraft
17.33
Painter, Maintenance
17.33
Pipefitter, Maintenance
17.99
Plumber, Maintenance
17.33
Pneudraulic Systems Mechanic
17.99
Rigger
17.99
Scale Mechanic
16.73
Sheet-Metal Worker, Maintenance
17.99
Small Engine Mechanic
16.73
Telecommunication Mechanic I
17.99
Telecommunication Mechanic II
18.54
Telephone Lineman
17.99
Welder, Combination, Maintenance
17.99
Well Driller
17.99

Woodcraft Worker
17.99
Woodworker
16.73
Miscellaneous Occupations
Animal Caretaker
8.62
Carnival Equipment Operator
9.27
Carnival Equipment Repairer
10.00
Carnival Worker
7.25
Cashier
5.82
Desk Clerk
6.98
Embalmer
20.60
Lifeguard
7.96
Mortician
20.60
Park Attendant (Aide)
7.80
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
6.21
Recreation Specialist
9.68
Recycling Worker
9.27
Sales Clerk
6.21
School Crossing Guard (Crosswalk Attendant)
7.25
Sport Official
6.21
Survey Party Chief (Chief of Party)
9.37
Surveying Aide
5.33
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
8.73
Swimming Pool Operator
11.01
Vending Machine Attendant
9.27
Vending Machine Repairer
11.01
Vending Machine Repairer Helper
9.27
Personal Needs Occupations
Child Care Attendant
6.98
Child Care Center Clerk
8.69
Chore Aid

6.52
Homemaker
9.67
Plant and System Operation Occupations
Boiler Tender
17.99
Sewage Plant Operator
17.33
Stationary Engineer
17.99
Ventilation Equipment Tender
14.45
Water Treatment Plant Operator
17.33
Protective Service Occupations
Alarm Monitor
11.17
Corrections Officer
16.36
Court Security Officer
16.36
Detention Officer
16.36
Firefighter
15.27
Guard I
6.72
Guard II
11.17
Police Officer
19.18
Stevedoring/Longshoremen Occupations
Blocker and Bracer
15.24
Hatch Tender
15.24
Line Handler
15.24
Stevedore I
14.61
Stevedore II
15.85
Technical Occupations
Air Traffic Control Specialist, Center (2)
26.99
Air Traffic Control Specialist, Station (2)
18.61
Air Traffic Control Specialist, Terminal (2)
20.50
Archeological Technician I
13.17
Archeological Technician II
14.73
Archeological Technician III
18.26
Cartographic Technician
18.26

Civil Engineering Technician
18.26
Computer Based Training (CBT) Specialist/ Instructor
20.00
Drafter I
11.08
Drafter II
12.43
Drafter III
14.74
Drafter IV
18.24
Engineering Technician I
11.87
Engineering Technician II
13.92
Engineering Technician III
16.61
Engineering Technician IV
19.46
Engineering Technician V
22.36
Engineering Technician VI
27.06
Environmental Technician
18.20
Flight Simulator/Instructor (Pilot)
24.95
Graphic Artist
20.00
Instructor
20.60
Laboratory Technician
15.00
Mathematical Technician
19.46
Paralegal/Legal Assistant I
13.48
Paralegal/Legal Assistant II
16.15
Paralegal/Legal Assistant III
19.70
Paralegal/Legal Assistant IV
23.90
Photooptics Technician
19.46
Technical Writer
25.88
Unexploded (UXO) Safety Escort
17.15
Unexploded (UXO) Sweep Personnel
17.15
Unexploded Ordnance (UXO) Technician I
17.15
Unexploded Ordnance (UXO) Technician II
20.75
Unexploded Ordnance (UXO) Technician III

24.87
Weather Observer, Combined Upper Air and Surface Programs (3)
14.58
Weather Observer, Senior (3)
16.53
Weather Observer, Upper Air (3)
14.58
Transportation/ Mobile Equipment Operation Occupations
Bus Driver
14.30
Parking and Lot Attendant
7.46
Shuttle Bus Driver
12.59
Taxi Driver
11.72
Truckdriver, Heavy Truck
14.90
Truckdriver, Light Truck
10.29
Truckdriver, Medium Truck
14.30
Truckdriver, Tractor-Trailer
14.90

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span

of continuous service with the present contractor or successor, wherever employed, and with

the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan

communicated
to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING
BENEFITS (as
numbered):

1) Does not apply to employees employed in a bona fide executive,
administrative, or
professional capacity as defined and delineated in 29 CFR 541. (See CFR
4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An
employee is
entitled to pay for all work performed between the hours of 6:00 P.M. and
6:00 A.M. at the
rate of basic pay plus a night pay differential amounting to 10 percent of
the rate of
basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part
of a regular
tour of duty, you will earn a night differential and receive an additional
10% of basic pay

for any hours worked between 6pm and 6am. If you are a full-time employed
(40 hours a
week) and Sunday is part of your regularly scheduled workweek, you are paid
at your rate of

basic pay plus a Sunday premium of 25% of your basic rate for each hour of
Sunday work
which is not overtime (i.e. occasional work on Sunday outside the normal tour
of duty is
considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to
employees employed
in a position that represents a high degree of hazard including working with
or in close
proximity to explosives and incendiary materials involved in research,
testing,
manufacturing, inspection, renovation, maintenance, and disposal. Such as:
Screening,
blending, dying, mixing, and pressing of sensitive explosives pyrotechnic
compositions such

as lead azide, black powder and photoflash power. All dry-house activities
involving
propellants or explosives. Demilitarization, modification, renovation,
demolition, and
maintenance operations on sensitive explosives and incendiary materials. All
operations
involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position
that represents

a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the

Government contract, by the contractor, by law, or by the nature of the work,

there is no
requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE
{Standard Form 1444
(SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section

4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed

occupation(s)

and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed

classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the

employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the

action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves

the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations"

(the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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